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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
		Wage Determination No.: 2005-2049
Diane C. Koplewski		Revision No.: 17
Director		Date Of Revision: 07/25/2014
Division of		
Wage Determinations		

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State: California

Area: California Counties of Monterey, San Benito

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE

FOOTNOTE

RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I

16.61

01012 - Accounting Clerk II

18.65

01013 - Accounting Clerk III

20.86

01020 - Administrative Assistant

23.99

01040 - Court Reporter

18.52

01051 - Data Entry Operator I

13.74

01052 - Data Entry Operator II

15.11

01060 - Dispatcher, Motor Vehicle

18.79

01070 - Document Preparation Clerk

15.42

01090 - Duplicating Machine Operator

14.11

01111 - General Clerk I

15.14

01112 - General Clerk II

16.12

01113 - General Clerk III

18.55

01120 - Housing Referral Assistant

21.01

01141 - Messenger Courier

15.78

01191 - Order Clerk I

13.72

01192 - Order Clerk II  
15.01  
01261 - Personnel Assistant (Employment) I  
16.46  
01262 - Personnel Assistant (Employment) II  
19.76  
01263 - Personnel Assistant (Employment) III  
22.92  
01270 - Production Control Clerk  
22.92  
01280 - Receptionist  
15.93  
01290 - Rental Clerk  
16.25  
01300 - Scheduler, Maintenance  
19.25  
01311 - Secretary I  
19.25  
01312 - Secretary II  
21.45  
01313 - Secretary III  
23.96  
01320 - Service Order Dispatcher  
15.59  
01410 - Supply Technician  
23.99  
01420 - Survey Worker  
19.82  
01531 - Travel Clerk I  
13.53  
01532 - Travel Clerk II  
14.35  
01533 - Travel Clerk III  
15.40  
01611 - Word Processor I  
15.04  
01612 - Word Processor II  
16.90  
01613 - Word Processor III  
18.89  
05000 - Automotive Service Occupations  
05005 - Automobile Body Repairer, Fiberglass  
22.62  
05010 - Automotive Electrician  
19.76  
05040 - Automotive Glass Installer  
20.98  
05070 - Automotive Worker  
20.98  
05110 - Mobile Equipment Servicer  
17.87  
05130 - Motor Equipment Metal Mechanic  
24.32  
05160 - Motor Equipment Metal Worker  
20.98  
05190 - Motor Vehicle Mechanic  
21.82

05220 - Motor Vehicle Mechanic Helper  
16.88  
05250 - Motor Vehicle Upholstery Worker  
19.94  
05280 - Motor Vehicle Wrecker  
20.98  
05310 - Painter, Automotive  
22.00  
05340 - Radiator Repair Specialist  
20.98  
05370 - Tire Repairer  
13.10  
05400 - Transmission Repair Specialist  
24.32  
07000 - Food Preparation And Service Occupations  
07010 - Baker  
15.39  
07041 - Cook I  
15.22  
07042 - Cook II  
16.97  
07070 - Dishwasher  
10.40  
07130 - Food Service Worker  
10.06  
07210 - Meat Cutter  
17.83  
07260 - Waiter/Waitress  
9.70  
09000 - Furniture Maintenance And Repair Occupations  
09010 - Electrostatic Spray Painter  
18.96  
09040 - Furniture Handler  
13.98  
09080 - Furniture Refinisher  
19.82  
09090 - Furniture Refinisher Helper  
15.93  
09110 - Furniture Repairer, Minor  
17.87  
09130 - Upholsterer  
19.82  
11000 - General Services And Support Occupations  
11030 - Cleaner, Vehicles  
10.49  
11060 - Elevator Operator  
11.52  
11090 - Gardener  
17.50  
11122 - Housekeeping Aide  
12.86  
11150 - Janitor  
12.86  
11210 - Laborer, Grounds Maintenance  
14.74  
11240 - Maid or Houseman  
11.32

11260 - Pruner  
12.82  
11270 - Tractor Operator  
18.13  
11330 - Trail Maintenance Worker  
14.74  
11360 - Window Cleaner  
13.81  
12000 - Health Occupations  
12010 - Ambulance Driver  
21.51  
12011 - Breath Alcohol Technician  
21.51  
12012 - Certified Occupational Therapist Assistant  
25.92  
12015 - Certified Physical Therapist Assistant  
25.48  
12020 - Dental Assistant  
18.18  
12025 - Dental Hygienist  
48.13  
12030 - EKG Technician  
31.29  
12035 - Electroneurodiagnostic Technologist  
31.29  
12040 - Emergency Medical Technician  
20.01  
12071 - Licensed Practical Nurse I  
21.15  
12072 - Licensed Practical Nurse II  
23.66  
12073 - Licensed Practical Nurse III  
26.38  
12100 - Medical Assistant  
18.50  
12130 - Medical Laboratory Technician  
23.27  
12160 - Medical Record Clerk  
16.24  
12190 - Medical Record Technician  
18.16  
12195 - Medical Transcriptionist  
17.11  
12210 - Nuclear Medicine Technologist  
39.73  
12221 - Nursing Assistant I  
11.51  
12222 - Nursing Assistant II  
12.94  
12223 - Nursing Assistant III  
14.12  
12224 - Nursing Assistant IV  
15.86  
12235 - Optical Dispenser  
17.36  
12236 - Optical Technician  
21.15

12250 - Pharmacy Technician  
20.69  
12280 - Phlebotomist  
15.86  
12305 - Radiologic Technologist  
32.35  
12311 - Registered Nurse I  
28.49  
12312 - Registered Nurse II  
34.86  
12313 - Registered Nurse II, Specialist  
34.86  
12314 - Registered Nurse III  
42.17  
12315 - Registered Nurse III, Anesthetist  
42.17  
12316 - Registered Nurse IV  
50.54  
12317 - Scheduler (Drug and Alcohol Testing)  
28.14  
13000 - Information And Arts Occupations  
13011 - Exhibits Specialist I  
22.69  
13012 - Exhibits Specialist II  
27.50  
13013 - Exhibits Specialist III  
34.40  
13041 - Illustrator I  
22.69  
13042 - Illustrator II  
28.11  
13043 - Illustrator III  
34.40  
13047 - Librarian  
30.27  
13050 - Library Aide/Clerk  
16.40  
13054 - Library Information Technology Systems  
27.30  
Administrator  
13058 - Library Technician  
18.04  
13061 - Media Specialist I  
17.31  
13062 - Media Specialist II  
19.22  
13063 - Media Specialist III  
21.33  
13071 - Photographer I  
17.39  
13072 - Photographer II  
20.82  
13073 - Photographer III  
25.80  
13074 - Photographer IV  
31.55

13075 - Photographer V  
 38.18  
 13110 - Video Teleconference Technician  
 19.37  
 14000 - Information Technology Occupations  
 14041 - Computer Operator I  
 16.25  
 14042 - Computer Operator II  
 18.75  
 14043 - Computer Operator III  
 20.89  
 14044 - Computer Operator IV  
 23.24  
 14045 - Computer Operator V  
 23.72  
 14071 - Computer Programmer I (see 1)  
 25.23  
 14072 - Computer Programmer II (see 1)  
 14073 - Computer Programmer III (see 1)  
 14074 - Computer Programmer IV (see 1)  
 14101 - Computer Systems Analyst I (see 1)  
 14102 - Computer Systems Analyst II (see 1)  
 14103 - Computer Systems Analyst III (see 1)  
 14150 - Peripheral Equipment Operator  
 16.25  
 14160 - Personal Computer Support Technician  
 23.24  
 15000 - Instructional Occupations  
 15010 - Aircrew Training Devices Instructor (Non-Rated)  
 29.67  
 15020 - Aircrew Training Devices Instructor (Rated)  
 33.42  
 15030 - Air Crew Training Devices Instructor (Pilot)  
 37.75  
 15050 - Computer Based Training Specialist / Instructor  
 29.67  
 15060 - Educational Technologist  
 33.83  
 15070 - Flight Instructor (Pilot)  
 37.75  
 15080 - Graphic Artist  
 26.61  
 15090 - Technical Instructor  
 22.00  
 15095 - Technical Instructor/Course Developer  
 26.91  
 15110 - Test Proctor  
 19.50  
 15120 - Tutor  
 19.50  
 16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations  
 16010 - Assembler  
 11.01  
 16030 - Counter Attendant  
 11.01  
 16040 - Dry Cleaner  
 13.09

16070 - Finisher, Flatwork, Machine  
11.01  
16090 - Presser, Hand  
11.01  
16110 - Presser, Machine, Drycleaning  
11.01  
16130 - Presser, Machine, Shirts  
11.01  
16160 - Presser, Machine, Wearing Apparel, Laundry  
11.01  
16190 - Sewing Machine Operator  
13.75  
16220 - Tailor  
14.45  
16250 - Washer, Machine  
11.70  
19000 - Machine Tool Operation And Repair Occupations  
19010 - Machine-Tool Operator (Tool Room)  
23.00  
19040 - Tool And Die Maker  
26.42  
21000 - Materials Handling And Packing Occupations  
21020 - Forklift Operator  
15.70  
21030 - Material Coordinator  
20.04  
21040 - Material Expediter  
20.04  
21050 - Material Handling Laborer  
12.82  
21071 - Order Filler  
15.57  
21080 - Production Line Worker (Food Processing)  
15.70  
21110 - Shipping Packer  
14.34  
21130 - Shipping/Receiving Clerk  
14.34  
21140 - Store Worker I  
15.38  
21150 - Stock Clerk  
18.12  
21210 - Tools And Parts Attendant  
15.90  
21410 - Warehouse Specialist  
15.70  
23000 - Mechanics And Maintenance And Repair Occupations  
23010 - Aerospace Structural Welder  
22.48  
23021 - Aircraft Mechanic I  
23.01  
23022 - Aircraft Mechanic II  
22.48  
23023 - Aircraft Mechanic III  
23.42  
23040 - Aircraft Mechanic Helper  
17.82

23050 - Aircraft, Painter  
20.93  
23060 - Aircraft Servicer  
19.88  
23080 - Aircraft Worker  
20.96  
23110 - Appliance Mechanic  
24.49  
23120 - Bicycle Repairer  
14.26  
23125 - Cable Splicer  
23.36  
23130 - Carpenter, Maintenance  
25.95  
23140 - Carpet Layer  
21.35  
23160 - Electrician, Maintenance  
29.02  
23181 - Electronics Technician Maintenance I  
22.87  
23182 - Electronics Technician Maintenance II  
24.45  
23183 - Electronics Technician Maintenance III  
26.69  
23260 - Fabric Worker  
20.07  
23290 - Fire Alarm System Mechanic  
26.10  
23310 - Fire Extinguisher Repairer  
18.97  
23311 - Fuel Distribution System Mechanic  
25.70  
23312 - Fuel Distribution System Operator  
20.87  
23370 - General Maintenance Worker  
18.35  
23380 - Ground Support Equipment Mechanic  
23.01  
23381 - Ground Support Equipment Servicer  
19.88  
23382 - Ground Support Equipment Worker  
20.96  
23391 - Gunsmith I  
18.97  
23392 - Gunsmith II  
21.16  
23393 - Gunsmith III  
23.36  
23410 - Heating, Ventilation And Air-Conditioning  
28.04  
Mechanic  
23411 - Heating, Ventilation And Air Contditioning  
29.33  
Mechanic (Research Facility)  
23430 - Heavy Equipment Mechanic  
22.99



23440 - Heavy Equipment Operator  
27.95  
23460 - Instrument Mechanic  
23.36  
23465 - Laboratory/Shelter Mechanic  
22.26  
23470 - Laborer  
13.29  
23510 - Locksmith  
22.07  
23530 - Machinery Maintenance Mechanic  
26.79  
23550 - Machinist, Maintenance  
20.97  
23580 - Maintenance Trades Helper  
15.14  
23591 - Metrology Technician I  
23.36  
23592 - Metrology Technician II  
24.43  
23593 - Metrology Technician III  
25.44  
23640 - Millwright  
23.36  
23710 - Office Appliance Repairer  
22.68  
23760 - Painter, Maintenance  
22.60  
23790 - Pipefitter, Maintenance  
23.94  
23810 - Plumber, Maintenance  
24.93  
23820 - Pneudraulic Systems Mechanic  
23.36  
23850 - Rigger  
23.36  
23870 - Scale Mechanic  
21.16  
23890 - Sheet-Metal Worker, Maintenance  
28.94  
23910 - Small Engine Mechanic  
20.99  
23931 - Telecommunications Mechanic I  
27.56  
23932 - Telecommunications Mechanic II  
28.83  
23950 - Telephone Lineman  
23.36  
23960 - Welder, Combination, Maintenance  
18.55  
23965 - Well Driller  
23.36  
23970 - Woodcraft Worker  
23.36  
23980 - Woodworker  
18.97  
24000 - Personal Needs Occupations

24570 - Child Care Attendant  
10.36  
24580 - Child Care Center Clerk  
16.28  
24610 - Chore Aide  
11.81  
24620 - Family Readiness And Support Services  
17.56  
Coordinator  
24630 - Homemaker  
17.56  
25000 - Plant And System Operations Occupations  
25010 - Boiler Tender  
28.77  
25040 - Sewage Plant Operator  
27.24  
25070 - Stationary Engineer  
28.77  
25190 - Ventilation Equipment Tender  
21.46  
25210 - Water Treatment Plant Operator  
27.24  
27000 - Protective Service Occupations  
27004 - Alarm Monitor  
15.28  
27007 - Baggage Inspector  
11.48  
27008 - Corrections Officer  
30.61  
27010 - Court Security Officer  
30.20  
27030 - Detection Dog Handler  
13.65  
27040 - Detention Officer  
33.67  
27070 - Firefighter  
26.06  
27101 - Guard I  
11.48  
27102 - Guard II  
13.65  
27131 - Police Officer I  
34.33  
27132 - Police Officer II  
38.15  
28000 - Recreation Occupations  
28041 - Carnival Equipment Operator  
12.93  
28042 - Carnival Equipment Repairer  
13.65  
28043 - Carnival Equipment Worker  
10.77  
28210 - Gate Attendant/Gate Tender  
14.88  
28310 - Lifeguard  
14.61

28350 - Park Attendant (Aide)  
16.68  
28510 - Recreation Aide/Health Facility Attendant  
12.14  
28515 - Recreation Specialist  
15.58  
28630 - Sports Official  
13.28  
28690 - Swimming Pool Operator  
19.59  
29000 - Stevedoring/Longshoremen Occupational Services  
29010 - Blocker And Bracer  
21.16  
29020 - Hatch Tender  
21.16  
29030 - Line Handler  
21.16  
29041 - Stevedore I  
17.82  
29042 - Stevedore II  
22.26  
30000 - Technical Occupations  
30010 - Air Traffic Control Specialist, Center (HFO) (see 2)  
42.35  
30011 - Air Traffic Control Specialist, Station (HFO) (see 2)  
29.20  
30012 - Air Traffic Control Specialist, Terminal (HFO) (see 2)  
32.16  
30021 - Archeological Technician I  
18.88  
30022 - Archeological Technician II  
21.63  
30023 - Archeological Technician III  
28.05  
30030 - Cartographic Technician  
28.05  
30040 - Civil Engineering Technician  
30.21  
30061 - Drafter/CAD Operator I  
20.25  
30062 - Drafter/CAD Operator II  
22.65  
30063 - Drafter/CAD Operator III  
25.24  
30064 - Drafter/CAD Operator IV  
31.07  
30081 - Engineering Technician I  
17.38  
30082 - Engineering Technician II  
19.47  
30083 - Engineering Technician III  
24.33  
30084 - Engineering Technician IV  
30.39  
30085 - Engineering Technician V  
34.33

30086 - Engineering Technician VI  
39.21  
30090 - Environmental Technician  
28.05  
30210 - Laboratory Technician  
22.91  
30240 - Mathematical Technician  
28.05  
30361 - Paralegal/Legal Assistant I  
21.55  
30362 - Paralegal/Legal Assistant II  
26.65  
30363 - Paralegal/Legal Assistant III  
32.63  
30364 - Paralegal/Legal Assistant IV  
39.44  
30390 - Photo-Optics Technician  
28.05  
30461 - Technical Writer I  
22.51  
30462 - Technical Writer II  
27.53  
30463 - Technical Writer III  
33.32  
30491 - Unexploded Ordnance (UXO) Technician I  
26.92  
30492 - Unexploded Ordnance (UXO) Technician II  
32.56  
30493 - Unexploded Ordnance (UXO) Technician III  
39.03  
30494 - Unexploded (UXO) Safety Escort  
26.92  
30495 - Unexploded (UXO) Sweep Personnel  
26.92  
30620 - Weather Observer, Combined Upper Air Or (see 2)  
25.24  
Surface Programs  
30621 - Weather Observer, Senior (see 2)  
28.05  
31000 - Transportation/Mobile Equipment Operation Occupations  
31020 - Bus Aide  
13.87  
31030 - Bus Driver  
19.17  
31043 - Driver Courier  
12.20  
31260 - Parking and Lot Attendant  
10.15  
31290 - Shuttle Bus Driver  
12.94  
31310 - Taxi Driver  
12.31  
31361 - Truckdriver, Light  
12.94  
31362 - Truckdriver, Medium  
16.07

31363 - Truckdriver, Heavy  
19.34  
31364 - Truckdriver, Tractor-Trailer  
19.34  
99000 - Miscellaneous Occupations  
99030 - Cashier  
16.13  
99050 - Desk Clerk  
13.17  
99095 - Embalmer  
25.27  
99251 - Laboratory Animal Caretaker I  
15.87  
99252 - Laboratory Animal Caretaker II  
16.83  
99310 - Mortician  
25.27  
99410 - Pest Controller  
16.75  
99510 - Photofinishing Worker  
13.88  
99710 - Recycling Laborer  
11.45  
99711 - Recycling Specialist  
20.57  
99730 - Refuse Collector  
16.80  
99810 - Sales Clerk  
12.72  
99820 - School Crossing Guard  
12.54  
99830 - Survey Party Chief  
26.68  
99831 - Surveying Aide  
13.98  
99832 - Surveying Technician  
19.14  
99840 - Vending Machine Attendant  
19.30  
99841 - Vending Machine Repairer  
22.83  
99842 - Vending Machine Repairer Helper  
19.30

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.02 per hour or \$160.80 per week or \$696.79 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service

includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer

professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

## 2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you

work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime

(i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives.

Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the

employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A



links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE  
{Standard Form  
1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent

information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.